

# EXHIBIT 3

IN THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN  
DISTRICT OF NEW YORK  
Index No. 1:18-cv-09936-LGS

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CATHERINE McKOY, MILLARD WILLIAMS,  
MARKUS FRAZIER, and LYNN CHADWICK  
individually and on behalf of all  
others similarly situated,

Plaintiffs,

vs.

THE TRUMP CORPORATION, DONALD J. TRUMP,  
in his personal capacity,  
DONALD TRUMP, JR.,  
ERIC TRUMP, and IVANKA TRUMP,

Defendants.

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The deposition of JOSEPH F. HAIR, Ph.D., taken at  
the Regus Offices at RSA Battle House Tower, 11  
North Water Street, 10th Floor, Mobile, on March  
20, 2023, commencing at approximately 9:12 a.m.

Stenographically Reported by  
L. Alan Peacock, RDR, CRR, CCR,  
Notary Public, State of Alabama  
TSG REPORTING NO.: 223078

1 Q. And are you aware that Mr. Trump, in  
2 talking about ACN, often told ACN -- told audiences  
3 that ACN was different than any other direct selling  
4 company that they'd ever seen before?

5 A. I recall some statements like that.

6 Q. All right. Let's go back to page 20 and  
7 just kind of finish out Section 5.

8 This is your last paragraph of Section 5.  
9 You write, "A more realistic way of describing the  
10 earnings distribution characteristics of ACN IBOs is  
11 they are similar to business organizations in the US  
12 in general in which a large proportion of workers  
13 earned lower wages while upper-level C-suite and  
14 senior management positions earned considerably  
15 higher compensation."

16 Do you see that?

17 A. Yes, sir.

18 Q. Do you stand by that? I mean, sitting  
19 here today, do you think that's a good comparison  
20 for the ACN earning distributions amongst IBOs?

21 A. I'm simply saying that the distribution of  
22 ACN is a large number of people at the lower end  
23 making lower income compared to the top bin.  
24 Honestly, I have no idea what ACN executives are,  
25 but I'm assuming it's higher, which maybe I

1 shouldn't, but still.

2 Q. But just the idea is that it's a big  
3 group --

4 A. It's a broad brush.

5 Q. But there's a big group of people earning  
6 very little or maybe zero, and there is this top bin  
7 at the top earning a lot more. Big picture; right?

8 A. Uh-huh (positive response).

9 Q. Can you think of any businesses, you know,  
10 the sort of business organizations that you describe  
11 here where an employee has to pay \$500 just for the  
12 right to show up at work on day one?

13 A. Well, you're talking about a different  
14 kind of company. This is an incentive-based  
15 company. So the structure of MLMs is different than  
16 companies where you can go in with little or no  
17 skills, which you obviously can with MLM as well.  
18 And if you start at quoted 7.25 an hour -- it's  
19 higher other places, but if you start at the minimum  
20 wage, you're probably going to continue making the  
21 minimum wage. You never have the prospect of  
22 earning much more.

23 Q. Okay. Just to come back to the question,  
24 though, you can't think of a non-MLM business where  
25 the employee has got to pay \$500 just to show up and